

# ARTICLE 1

## RECOGNITION AND BARGAINING UNIT DESIGNATION

1. **Recognition:** Management recognizes that the National Federation of Federal Employees (NFFE), Federal District 1, International Association of Machinists and Aerospace Workers (IAMAW), is the exclusive representative of all employees in the consolidated Bargaining Units.
2. **Bargaining Units:** This Master Agreement is applicable to a professional consolidated Bargaining Unit and a nonprofessional consolidated Bargaining Unit covering Forest Service employees as described in Appendix A. The Parties further agree that this Master Agreement will apply to additional groups of Forest Service employees for whom NFFE is certified as the exclusive representative. Appendix A is a guide to the Bargaining Units. It is not intended to change the status of units as they exist at the time of this Master Agreement. Upon certification of a new unit or an amendment to an existing unit, the Parties will meet to discuss implementation of this Master Agreement, as it pertains to the new unit.
3. **Changes:**
  - a. Management shall not change the Bargaining Unit status of a Bargaining Unit position without first notifying the Local Union in writing with the rationale for the change. The Union will notify Management in writing with the rationale within 30 days if they disagree with the change. If the Parties do not agree, the Union may exercise their right to file a petition or Unfair Labor Practice (ULP) in the event the Management action is disputed by the Union. Any disputed position(s) will remain in the Bargaining Unit until such time as the Federal Labor Relations Authority (FLRA) reaches a decision on the position. Nothing in this subsection will affect Management's right to assign work.

- b. The Union will notify Management when it believes the Bargaining Unit status of a position should be changed prior to filing a petition with the FLRA. If the Parties are unable to agree, the Union may file a petition.